

**STATE OF CONNECTICUT  
COMMISSION ON HUMAN RIGHTS AND OPPORTUNITIES  
REGULAR COMMISSION MEETING MINUTES  
Wednesday, April 15, 2020  
2:00 p.m.**

*Via Conference call:*



**Commissioners Present - All**

Cherron Payne, Chair  
Edward Mambruno, Secretary  
Edith Pestana  
Andrew Norton  
Lisa Giliberto  
Neeta Vatti  
Nicholas Kapoor  
Joseph Suggs

**Staff Present**

Tanya Hughes, Executive Director  
Cheryl Sharp, Deputy Director

Darcy Jones, Legislative Analyst	Michael Roberts, HRO Attorney
Ronald Simpson, Regional Manager	Neva Vigezzi, Affirmative Action Supervisor
Shawn Burns, Regional Manager	Muriel Carpentier, HRO Representative
Lynda Rizzo-Stowe, Regional Manager	Kristen Daniels, Executive Secretary
Jonathan Sykes, HRO Representative	Emily Melendez, Assistant Attorney General

**I. Chairperson: Cherron Payne, Presiding**

Chair Payne convened the meeting at 2:19 p.m.

**II. Secretary: Edward Mambruno**

A motion was made by Commissioner Nicolas Kapoor to approve the minutes of the March 11, 2020 regular meeting. It was seconded by Commissioner Neeta Vatti. The vote: Yes (7), No (0), and Abstentions (0). The motion carried.

\*\* Chair Payne recused herself from the review of the UCONN AA Summary and appointed Commissioner Edward Mambruno to Chair this portion of the meeting.

**III. Affirmative Action Recommendations – Vote Required**

The following plans were presented by Deputy Director Cheryl Sharp:

Staff Recommendations: **Approval**

**1. University of Connecticut**

Representing the agency were Tom Katsouleas, President, Dana Wilder, Interim Chief Diversity Officer, Chris Delello, Associate Vice President for Human Resources and Elizabeth Conklin, Associate Vice President for Institutional Equity.

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 40%. The promotion goals were met at 52% and the program goals were 100% met(4 of 4).

The Contract Compliance Set-Aside Program for FY 2017/2018 showed 153% achievement for the SBE and 209% achievement for the MBE.

The filing history is as follows: 2015, 2016, and 2017, Approved, 2018, Conditionally Approved, and 2019, Approved.

A motion was made by Commissioner Nicholas Kapoor and seconded by Commissioner Andrew Norton to accept the staff recommendation to **approve** the plan of the University of Connecticut and **retain annual** filing status. The vote: Yes (6). No (0) and Abstentions (0). The motion carried.

\*\*Chair Payne returned to Chair the meeting.

## 2. Department of Revenue Services

The plan was recommended for **Approval**:

The agency did not meet all or substantially meet all of its hiring goals at 41%. The promotion goals were 100% met (4 of 4). Program goals were not established.

The Contract Compliance Set-Aside Program for FY 2018/2019 showed 153% achievement for the SBE and 209% achievement for the MBE.

The filing history is as follows: 2015, 2016, and 2017, 2018, and 2019, Approved.

A motion was made by Commissioner Andrew Norton and seconded by Commissioner Nicholas Kapoor to accept the staff recommendation to **approve** the plan of Department of Revenue Services and **retain annual** filing status. The vote: Yes (6), No (0) and Abstentions (1 – Commissioner Joseph Suggs). The motion carried.

\*\*Commissioner Vatti recused herself from item IV of the agenda.

## **IV. Contract Compliance:**

### Petition for Declaratory Ruling

Health Insurers' Categorization of Certain Gender Confirming Surgeries as Cosmetic Presented by Attorney Michael Roberts and Jonathan Sykes

Following a presentation made by the agency, a motion was made by Commissioner Nicholas Kapoor and seconded by Commissioner Andrew Norton to accept the staff recommendation that the Commissioners **issue a recommendation as presented** with guidance to all such entities as to whether any of their current practices are discriminatory, the scope of the Commission's jurisdiction and authority in this area going forward. The

ruling will also direct the inquiry in any public hearing cases which involve these and similar issues. By putting the public on notice through this ruling, if there are instances of noncompliance going forward the Commission can initiate its own complaint.

The vote was: Yes (5), No (0) and Abstentions (1 – Commissioner Edith Pestana ). The motion carried.

\*\* Commissioner Vatti returned to the meeting.

Per Chair Payne, the Division Reports were not presented orally, but time was allowed for any and all questions from the Commissioners.

#### **V. Division Reports**

Executive Director's Report: by Tanya Hughes, Executive Director  
Written report provided for file.

Outreach Report: by Cheryl Sharp, Deputy Director  
Written report provided for file.

Legislative update: by Darcy Jones, Legislative Analyst  
Written report provided for file.

#### **VI. New Business: N/A**

#### **VII. Executive Session**

*(Requires a two-thirds vote of commissioners present and voting – staff and guests invited to attend must be noted)*

#### **IX. Old Business - N/A**

#### **X. Adjournment**

A motion was made by Commissioner Edward Mambruno to adjourn the meeting; it was seconded by Commissioner Lisa Giliberto. The vote was: Yes (7), No (0), and Abstentions (0).

The meeting adjourned at 3:35 p.m.